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INSTRUCTIONS: This form is for applicants to the Alberta Community Partnership (ACP) program, Strategic Initiatives component. Applicants should first familiarize themselves with the ACP guidelines, [available here](#).

Applicant Information

Legal Name of Entity: City of Calgary

Legal Status: Municipality

Contact Name, Title: Ken Wilson - Outreach Liaison, Calgary Fire Department

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Timeline Information

Project Start Date: _____ or ☒ Project will commence upon receipt of ACP funding

Project Completion: Dependent on date of receipt of funding ☒

Partners

If the project will be undertaken as a partnership, use the space below to list all participating municipalities.

REIL Institute for Education & Learning

☒ I certify, as the managing partner, that all participating municipalities have passed resolutions supporting participation in the project.

Project Information

1. Project Title: Aboriginal Pre-Employment and Life Safety Program

2. Describe the project **activities**, **scope**, and expected **tangible results**. Applicants may attach additional information as required.

The Aboriginal Pre-Employment and Life Safety Program has two complementary project components:

1. Teaching fire prevention and life safety skills to Aboriginal children.
 - a. The main goal is to address statistics which indicate that Aboriginal fatalities due to fires are 10 times higher than the national average. Also, injuries to children due to accidents are 3 - 4 times higher.
2. Preparation for employment in emergency services, specifically as a firefighter.
 - a. The main goal is to mentor and prepare interested candidates for a career in emergency services. The intention is to create a viable and sustainable stream of applicants to draw from as potential Calgary Fire Department (CFD) firefighters.

This pilot program is being proposed as a collaborative partnership between the RIEL Institute for Education and Learning and the CFD.

Recently, the CFD conducted a successful pilot program with the Alexander First Nation community north of Edmonton. It was proven that capacity building through education, training and employment mentoring in emergency services is feasible. The successes of the pilot have enabled the program to further evolve and expand into urban areas. This has resulted in a viable process for accessing applicants from urban Aboriginal communities for employment in emergency services. This proposed pilot will be a necessary first step in creating employment opportunities in urban emergency services roles for members of Aboriginal communities. On a provincial level, a successful pilot program can then be adapted to accommodate similar needs of other municipalities in Alberta.

1. Fire Prevention and Life Safety Education

Project Activities

Preparation and Training Development

The creation of an educational program will necessitate a significant amount of preparation and training development. CFD officials will work with Aboriginal educational experts from the Aboriginal Head Start Program to build a specialized program for elementary students. Fortunately, the bulk of the curriculum currently exists within The "Getting to Know Fire" (GTKF) fire prevention and life safety program. A thorough and diligent evaluation determined the GTKF program is the most comprehensive delivery method for this vital information. However, the program needs updating as it has not been modified since its inception in 2002.

This update will include:

- upgrading to a digital format
- updating safety information, and
- addressing Aboriginal cultural considerations.

These modifications will require the hiring of experts/consultants to work in conjunction with Aboriginal and CFD officials to ensure high quality content is being delivered. Once the GTKF curriculum is revised, a new "Train the Trainer" component will be created to accompany the updated program. This new training tool will allow teachers, counselors, and leaders of Aboriginal schools, youth groups and community organizations to teach within their own networks and have a greater impact on expanding fire prevention and life safety skills.

Delivery and Scope of the Project

The revised program will be delivered by the Calgary Fire Department (CFD) Aboriginal Liaison in conjunction with Aboriginal educational experts. Some of the expected recipients of the program would be the Calgary Aboriginal Head Start Program, the RIEL Institute for Education and Learning, Piitoayis Family School and the Aboriginal Learning Centre. This pilot program will be taught to pre-school and elementary aged students via schools, youth groups and community organizations. The duration of the pilot will be 3 months, with classroom sessions running once per week. The expected attendance will range from 5 to 25 students per class.

A major peripheral benefit of this program is the immediate positive impact on the families of children in attendance. Support materials and resources such as activity booklets, fire prevention pamphlets, smoke/CO detectors, colouring books, etc. will be sent home with participants to reinforce the messaging of fire prevention and life safety in the home. The Aboriginal Inclusion Initiative pilot program, which was conducted in Alexander First Nation, uncovered this benefit when members of the Grade 3 class at the Alexander First Nation School enthusiastically became ambassadors for hazard awareness in their homes and were diligent in delivering safety messages to their parents. It became evident that educating children is a powerful tool for delivering safety messages to families. Attached with this proposal is an executive summary outlining the benefits of the Alexander pilot (please see Attachment 1).

Another aspect of the program will be the active involvement of the CFD. CFD Community Safety Officers, Training Officers, firefighters, and “Sparky the Fire Dog” will participate to set an example of the level of commitment to this program. A consistent CFD presence will reinforce the lessons being taught, further encouraging Aboriginal children to become very familiar and comfortable with members of the CFD. Another associated benefit will be the emphasis on developing a future career path in the emergency services field. The program will focus on varying aspects of being a firefighter: firefighting skills, living with integrity and being a positive role model for the community. Youth involved in the program will be encouraged to consider a career in emergency services, and in following that path understand the importance of positive life choices.

Tangible Results

- Initially, upwards of 40 children and their families receiving hazard awareness and recognition.
- As many as 10 -15 leaders/instructors will be educated from the Train the Trainer program resulting in an overall higher level of life safety awareness in the community.
- A reduction in accidents, injuries and deaths to Aboriginal community members; especially to children.
- A higher level of fire prevention and life safety knowledge and skills amongst Aboriginal leaders and educators.
- A competent first step in disaster and emergency preparedness by alerting and engaging the 9-1-1 system in Alberta.

2. Pre-Employment Preparation

The CFD is looking to create a collaborative partnership with the RIEL Institute for Education and Learning. The goal is to create an employment preparation program that encourages and prepares a viable and sustainable group of Aboriginal applicants to CFD firefighter positions. In doing so, the RIEL Institute's “Life Enhancement Program” will also be enhanced. The foundation of both the Life Enhancement Program and the CFD's Pre Employment Readiness Program is to assist in providing life and job skills for the unemployed worker. The CFD approached the RIEL Institute after a successful pilot program was initiated with the Alexander First Nation. In that pilot program, education, training and employment mentoring were all successfully tested. The lessons learned from the first pilot allowed for a natural evolution to an urban setting and the RIEL Institute has agreed to collaborate with the CFD. The Executive Director of RIEL has expressed a keen interest in the successes of the Aboriginal Inclusion Initiative and would like to explore the urban possibilities with the RIEL Institute.

The pre-employment preparation program for Aboriginal students is designed for those interested in a career in emergency services with a specific emphasis on fire departments. To develop a credible program, the intent is to focus on topics that are relevant to firefighting and to provide mentorship to individuals looking to apply to full time fire departments. The pre-employment preparation program would last 4 weeks and would be delivered in conjunction with the RIEL Institute for Education and Learning.

Project Activities

Preparation, Training and Development

Building this program would involve contributions from numerous Calgary Fire Department (CFD) personnel. These would include but would not be limited to:

- Cadet Program Coordinator
- Training Academy Manager
- Training Academy Educational Lead
- Fire and Rescue Services staff
- Recruitment staff

Even though the overall emphasis will be on preparations for becoming a firefighter, some courses could be used as an asset when applying to other emergency services entities such as EMS, Police, or 9-1-1.

There will be a substantial amount of preparation needed to create this program. The development of the curriculum will employ the efforts of Training, Cadets, Recruitment and Operational staff. The CFD's current Cadet program that has many similarities to the proposed pilot and many of the Cadet modules can be taught in the pre-employment course.

Some possible courses for the program would include:

- Fire prevention and life safety training
 - 12 - 15 students will receive training, with the intent that they share the messages with their families
 - A complete course outline with corresponding modules will be received by each student to serve as an ongoing reference source.
- Firefighter skills orientation
- Arson prevention and awareness
- Advanced First Aid and CPR Training
- Various emergency service courses such as WHMIS, H2S Alive, Workplace Safety Awareness, etc.
- Calgary Fire Department application preparation
 - Aptitude test orientation
 - Behavioral Descriptive Interview preparation
 - Fitness training
 - Personal History Statement review and subsequent life choice mentoring

Tangible Results

- Development of a structured curriculum that integrates with RIEL Institute's "Life Enhancement Program"
- Participation of 12 - 15 students in the CFD Pre Employment Readiness program
- Collaboration between the RIEL Institute and CFD
- Improved ability for Aboriginal youth to connect with CFD recruiters

3. How will the project outcomes respond to provincial priorities?

The goals and results of the Aboriginal Pre-Employment and Life Safety Program align with multiple desired outcomes, priority initiatives, and performance measures identified in 2015 Government of Alberta Ministry Business Plans (please see Attachment 2 for more detail and full references).

- Ministry of Municipal Affairs – Outcomes 2 & 3, Priority initiatives 2.5 & 3.2
- Ministry of Aboriginal Relations – Outcome 1, Priority initiatives 1.1, 1.6, 1.11 & 1.13
- Ministry of Education – Outcomes 2 & 3, Priority initiatives 2.4 & 3.2

- Ministry of Health – Outcome 2, Priority initiatives 2.3, 2.4 & 2.6
- Ministry of Human Services – Outcomes 1 & 3, Priority initiatives 1.1, 1.6, 3.1, 3.3, 3.6, 3.7, 3.8
- Ministry of Jobs, Skills, Training and Labour – Outcomes 1 & 2, Priority initiatives 1.1, 1.2, 1.4, 2.1 & 2.3

The project further supports the United Nations Declaration on the Rights of Indigenous Peoples and the Truth and Reconciliation Commission of Canada: Calls to Action (#7, 19, 38, & 92.ii). Both of these documents are referred to by the Government of Alberta as relevant guidelines for governments to address the needs of Aboriginal peoples.

4. What are the anticipated short and long-term project benefits?

(a) Short-term:

From a fire prevention and life safety perspective, the short term benefits would include an immediate effect on the safety and wellbeing of Aboriginal Calgarians. There would be a prompt awareness of home hazards, fire prevention strategies and life safety guidelines that would prevent injuries and save lives. Aboriginal children in Canada are 3- 4 times more likely to be injured or killed resulting from accidents that are predictable and preventable. Fire fatalities are 10 times the national average. These statistics could be reduced dramatically once fire safety information is taken home and shared with the family.

Specific short term benefits include:

- A reduction in accidents, injuries and deaths to Aboriginal community members; especially to children.
- A higher level of fire prevention and life safety skills amongst Aboriginal leaders and educators.
- An eventual reduction in arson, therefore reducing the number of incarcerated Aboriginals in local detention centers.
- A competent first step in disaster and emergency preparedness by alerting and engaging the 9-1-1 system in Alberta.

From a training and pre-employment perspective, involved youth would be encouraged to follow a lifestyle consistent with the values of the Calgary Fire Department (CFD). The initial messaging of the program will address positive life choices and becoming a role model in the community. The program will encourage participants to embrace and exhibit the four CFD values: Pride, Professionalism, Teamwork and Respect. Encouraging a goal of becoming a firefighter will have many positive immediate effects:

- Living a healthier lifestyle
- Making more positive life choices
- Creating a positive goal for Aboriginal youth
- Developing a viable, sustainable stream of applicants to the fire service
- Utilizing education, training and employment to build capacity for inner city Indigenous/Aboriginal people.

(b) Long-term:

Some of the potential long-term effects include:

- Fewer lives lost to fire
- Fewer lives lost and injuries due to accidents
- Less property lost to fire
- Increased number of Aboriginal applicants to CFD firefighter positions
- CFD will be better able to represent the diverse community it serves
- Aboriginal firefighters acting as role models for Aboriginal youth
- Education, training and employment mentoring can assist in capacity building within the inner city Aboriginal communities
- Employment goals and mentoring for Aboriginal youth
- Enhancing the fire safety education children receive in school would result in hundreds of family members being safer in their homes.
- A specifically structured program critique/evaluation will result in a means to share the program with other municipalities throughout the province.

5. How will project benefits be shared among the participating municipalities/organizations in the region?

The needs of urban Aboriginal communities are not unique to Calgary. This pilot program could be adapted and rolled out to other urban centers in Alberta. The benefits of capacity building, employment mentoring and education in life safety and fire

prevention can be realized by other municipalities. The Alberta Emergency Management Agency could benefit from the lessons learned from this pilot if they choose to expand the program throughout the province.

Project Budget

Refer to the ACP guidelines for information on eligible expenses.

6. List all estimated project costs in the table below. Refer to the ACP Guidelines for information on eligible expenses.

	Description	Capital Expenses	Operating Expenses	Total Line Item Expenses
<input type="checkbox"/> + <input type="checkbox"/> -	Preparation, Development, Training, Delivery Costs		\$240,000	\$240,000
<input type="checkbox"/> + <input type="checkbox"/> -	Digitization & Upgrading of Getting to Know Fire		\$15,000	\$15,000
<input type="checkbox"/> + <input type="checkbox"/> -	Travel, office, administrative costs		\$5,000	\$5,000
<input type="checkbox"/> + <input type="checkbox"/> -				
<input type="checkbox"/> + <input type="checkbox"/> -				
<input type="checkbox"/> + <input type="checkbox"/> -				
<input type="checkbox"/> + <input type="checkbox"/> -				
<input type="checkbox"/> + <input type="checkbox"/> -				
<input type="checkbox"/> + <input type="checkbox"/> -				
a	Section [a] Totals		\$260,000	\$260,000

	Capital	Operating	Total
b			
c		\$260,000	\$260,000
d			
e			
f			
g		\$260,000	\$260,000

8. If the project involves a capital asset(s), who will own the resulting capital asset(s)?

Application Certification



I certify that all information contained within this application to the Alberta Community Partnership program is true and correct and that all Alberta Community Partnership program funds will be used in accordance with the Alberta Community Partnership Program Guidelines. I certify that the grant will be applied in the year(s) and manner described within this application should it be accepted by the Minister of Alberta Municipal Affairs.

Printed Name, Title
Duly-Authorized Signing Authority

Signature
Duly-Authorized Signing Authority

Date

Submission

Submit the competed grant application via mail, fax or e-mail to one of the coordinates below. Please save a copy for your records.

Use only one method of submission.

Complete all application details before submitting the form.

Mailing Address:

Municipal Affairs
Grants and Education Property Tax
Grant Program Delivery Unit
17th Floor, 10155-102 Street
Edmonton, AB T5J 4L4

Fax:

780-422-9133

Email:

acp.grants@gov.ab.ca

Print a Copy to Mail or Fax

Submit by Email

Save a Working Copy

Reset All Fields

Useful Resources

Program Office	Contact Phone	Contact Email
Grants and Education Property Tax Branch Municipal Affairs	780-427-2225 (dial toll-free 310-0000)	acp.grants@gov.ab.ca
Resource	Website Address	
Alberta Community Partnership guidelines and application form	http://municipalaffairs.alberta.ca/albertacommunitypartnership.cfm	
Collaborative Governance Initiative	http://www.municipalaffairs.alberta.ca/MDRS_collaboration.cfm	
Mediation Services for Municipalities	http://www.municipalaffairs.alberta.ca/MDRS_mediation.cfm	
Municipal Internship	http://www.municipalaffairs.gov.ab.ca/ms/internship/	
Municipal Grants Web Portal	http://www.municipalaffairs.alberta.ca/municipalgrants.cfm	